



**Memorandum of Understanding
between
Ector County Independent School District
and**

Congratulations on being a recipient of the ECISD and Angelo State University (ASU) Counselor Pathway Award! Under this agreement dedicated ECISD employees are recruited and selected to serve as school counselors for the purposes of improving the profession and long-term retention by recruiting staff who have a passion for mental health.

ECISD and _____ (candidate) enter into the following Memorandum of Understanding (MOU) to support participation in completing a Master of Science (M.S.) in Professional School Counseling and the school counselor certification (EC-12) through ASU.

The purpose of this agreement is to confirm:

- The rights and obligations of ECISD and the candidate while in the ASU School Counseling graduate program.
- The conditions of receiving the Elementary and Secondary School Emergency Relief (ESSER) and Abell-Hanger Foundation grant funds to complete your degree and certification;
- The terms and conditions of our acceptance as a grant recipient; and
- Your rights and obligations as a candidate in relation to the grant requirements.

TERMS

The term of this MOU shall commence upon August 1, 2022 ("Commencement Date") and shall end on July 31, 2029 unless terminated earlier.

COMMITMENTS

ECISD commits to:

1. Provide grant funding to ASU on behalf of the awarded School Counselor Pathway candidate for tuition and fees for the 2022 Fall semester through the 2024 Summer semester as indicated here:
 - a. Tuition and fees up to \$4,044.68 for Fall 2022, \$4,044.68 for Spring 2023, \$2,387.95 for Summer 2023, \$4,246.91 for Fall 2023, \$4,246.91 for Spring 2024, and \$2,507.35 for Summer 2024: 100% less any additional scholarships/grants awarded for course rotation
 - b. Fees up to \$200 for one TExES school counselor certification (EC-12) exam; should the candidate perform unsatisfactorily, the candidate will be responsible for registering for the next available exam date and will be responsible for all fees associated with the TExES school counselor certification (EC-12) exam until scores are satisfactory
2. ECISD agrees to employ and retain candidates in a district teaching role aligned with their Texas educator certification provided they maintain satisfactory performance evaluations and meet terms contained in the standard ECISD teacher contract during participation of the program.
3. Consult with the candidate regarding any changes necessary under item 1 above and execute any changes to that portion of this agreement only with written consent by both parties.
4. Provide a Site Supervisor that is employed where the candidate will complete their practicum activities and who guides, assists, and supports the candidate during the practicum, and who reports the candidate's progress to the candidate's field supervisor.
5. Ensure candidates remain an ECISD employee throughout the full duration of their internship provided they

- maintain satisfactory performance evaluations and meet terms contained in the standard ECISD contract.
6. Ensure candidates attend offered training/professional development through the ECISD School Counselor Academy (platform can be face-to-face or virtual).
 7. Transition Teacher to School Counselor position Fall 2023 on intern certification and maintain a School Counselor position through duration of the Cohort (through Summer 2024) provided they maintain satisfactory performance evaluations and meet terms contained in the standard ECISD contract.

Candidate commits to:

1. Candidates will maintain an overall GPA of 2.5 or higher. If the Candidate fails to fulfill the ECISD or ASU School Counseling Pathway program requirements, candidates will be required to repay the District any portion of the tuition or other fees paid for by the grants in the event that the candidate drops out or fails to maintain the GPA requirements of the MS program before completing it.
2. The candidate will commit to remain an ECISD employee throughout the full duration of the ECISD/ASU School Counseling Pathway program and internship by maintaining satisfactory performance evaluations and meeting terms contained in the standard ECISD contract. Candidates will be required to repay the District any portion of the tuition or other fees paid for by the grants in the event that the candidate leaves employment with the District before completing the program.
3. The candidate will provide the Director of Talent Development and the Director of Guidance and Counseling with their college schedule and ASU registration receipts (each semester), grade reports (at the end of each 8-week course), professor progress reports (for each 8-week course), TExES school counselor certification (EC-12) exam registration receipts and scores, and up-to-date transcripts (upon request).
4. During the candidate's Summer 2023 term of the program, they will apply for any available school counselor positions in the ECISD Guidance and Counseling Department for their fall and spring internships. Starting pay for a new school counselor will be determined individually based on each person's job-related experience, qualifications, and salaries paid to peer employees in the same position with similar experience as determined by the Human Resources Department.
5. Candidates agree to complete an ASU Master's degree of Science (M.S.) in Professional School Counseling and obtain the school counselor certification (EC-12) no later than Summer 2024.
6. As a condition of receiving grant funding for completing the school counselor certification, the candidate will commit to serve as a school counselor in the ECISD Guidance and Counseling Department for five years once on a standard school counseling certificate. If the Candidate fails to fulfill the 5-year school counseling commitment, the candidate will be required to repay all ASU tuition and fees and TExES school counselor certification (EC-12) exam fees.

AMENDMENTS

The terms of this MOU can be amended by written agreement of both parties.

TERMINATION

The termination of this agreement can be made with a written 30 day notice transmitted from one party to the other.

ENTIRE AGREEMENT

This MOU and any and all exhibits attached thereto shall constitute the complete agreement between the Parties relating to the subject matter herein and supersedes all prior and contemporaneous proposals, agreements, understandings, representations, purchase orders, invoices and communications, whether oral or written relating to the subject matter herein.

IN WITNESS WHEREOF, the Parties have caused this MOU to be signed by its duly authorized officer, to become effective as of the date stated above.

Your signature below indicates your agreement and understanding of the terms of the grant funding.

Candidate Signature

Date

Director of Talent Development Signature

Date

Director of Guidance and Counseling Signature

Date

Superintendent or Designee

Date

<i>Starting Fall 2022:</i>					
	Spring A	Spring B	Summer	Fall A	Fall B
2022				EDG 6307 Professional Writing	EDG 6302 Data Analysis
				EDSC 6301 Comprehensive School Counseling Programs	
2023	EDG 6331 Role of the School Counselor	EDG 6301 Social and Cultural	EDG 6323 Theories of Counseling	EDG 6321 Group Counseling	EDG 6320 Individual Counseling
		EDG 6324 Career and Occupational	EDG 6327 Dysfunctional Behavior	EDG 5361 Internship in School Counseling	
2024	EDSC 6303 Human Growth and Development	EDG 6304 Research	EDG 6305 Legal and Ethical		
	EDG 5361 Internship in School Counseling		EDSC 6300 Capstone		